

**THIS POSITION WILL FOCUS ON FULL SYSTEM LIFE CYCLE DEVELOPMENT AND MAINTENANCE OF IN-HOUSE AND COMMERCIAL OFF THE SHELF PRODUCTS. EXPERIENCE IN JAVA, J2EE, ORACLE, AND/OR SQL IS REQUIRED.**

The UAW Local 412 bargaining unit represents this position. Therefore, there may be contract language which could require consideration in the selection process.

**MACOMB COUNTY**

**VACANT POSITION POSTING**

**CLASSIFICATION TITLE:** Programmer/Analyst

**OPENING DATE: 09-16-05**

**CLOSING DATE: 09-29-05**

**DEPARTMENT:** Information Technology

**SALARY RANGE:** \$42,278.28 to \$52,847.85 (2004 Range)

**CURRENT HOURS AND STARTING TIME:** Full-time (37.5 hours per week) position; the starting time for this position currently varies.

**F.L.S.A. STATUS:** Exempt

**APPOINTING AUTHORITY:** Director

**GENERAL RESPONSIBILITIES:**

The employee in this classification, under the supervision of a Project Manager and/or the general supervision of the Program Director, Application Systems develops, codes, tests, debugs, documents and maintains programs, and performs other related duties as assigned on various system applications, interfaces, and integration components between systems for County Departments; maintains a moderate understanding of development methodologies, testing methodologies and programming techniques; performs related duties as assigned.

**ESSENTIAL FUNCTIONS:**

- Develops, codes, tests and maintains programs on various application systems, interfaces, and integrated systems.
- Under direction, analyzes impact of change on entire system processing and related interfaces.
- Consults with senior team members and/or users to clarify assignment (service request) scope and objectives and also completed changes to ensure they meet user's requirements.
- Prepares detailed technical specifications for program coding, may coordinate changes with the vendor or develop code based on those specifications, tests all changes prior to implementation and procures users sign-offs.

**ESSENTIAL FUNCTIONS (continued):**

- Implements and recommends changes for implementation to production systems to ensure efficient processing and good response times.
- Prepares documentation, job flows, jobs and programs for production turnover and migration following production turnover standard.
- Maintains technical and user documentation as well as internal program documentation.
- Maintains familiarity with user business functions as assignments are made.
- Ensures compliance with Departmental policies and standards for production turnover, documentation format, development methodology, programming techniques and tools and related procedures.
- Reviews program design with Business Systems Analyst and/or project leader and vendor, if applicable, prior to development work commencing.
- Conducts unit, system/volume, user acceptance and regression testing, developing and maintaining script and test cases.
- Lifts, carries and sets up computer equipment and supplies that weigh up to fifty (50) pounds.
- Operates an automobile while performing assigned job duties.

**ADDITIONAL FUNCTIONS:**

- May implement commercially off the shelf products and/or vendor developed solutions.
- The statements contained in this position description are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not to be construed as an exhaustive list of all job duties performed.

**EDUCATION, TRAINING AND EXPERIENCE:**

- Possession of a high school diploma or a certificate of successful completion of the General Educational Development Test and a Computer Science vocational certification; or an Associate Degree in Computer Science, Management Information Systems or a directly related field from an accredited college.
- A Bachelor Degree in Computer Science, Management Information Systems or a directly related field from an accredited college is preferred.
- Possession of JAVA programming, Crystal 9.0, 10.0 and Enterprise reporting development, SQL and/or Oracle certification is preferred.
- Previous experience in SQL and/or Oracle database or programming experience is preferred.
- Successful completion of the probationary period for the position of Programmer/Analyst.
- Be physically able to perform the essential functions of the position, with or without reasonable accommodation.

**ADDITIONAL QUALIFICATIONS:**

- Basic knowledge of SQL, PL/SQL, Oracle, Java, ASP.net, Crystal Enterprise, C++, Access, Visual Basic.
- Experience developing in an Unix, Linux, and/or Windows environment.
- Basic knowledge and understanding of client/server, inter and intranet technologies.
- Development or implementation of client/server, inter/intranet technologies and PC systems or applications.

Experience conducting multi levels of testing from unit through user acceptance testing and associated sign-offs

- Knowledge of problem determination and debugging procedures.
- Basic ability to use structured analysis and design techniques to evaluate data and business functions.
- Ability to work well independently and in a team environment to facilitate problem determination and resolution.
- Ability to prepare and present technical written and oral reports in a clear and logical manner.
- Basic ability to write unit, system, user acceptance and regression test plans.
- Knowledge of development methodologies and structured programming techniques.
- Ability to establish and maintain effective working relationships with co-workers and user departments.
- Effective written and verbal communication skills.
- Possession of a valid Michigan driver's license.
- Possession of an operable automobile for authorized departmental travel.
- Ability to conduct oneself with tact and courtesy.

All interested, current Macomb County employees, including full-time, part-time and temporary hires, must complete an Application for Internal Candidates and submit it to the Human Resources Department by 5:00 p.m. on the closing date. Internal applications can be obtained on the County Intranet or from the Human Resources Department.

**THE COUNTY OF MACOMB IS AN EQUAL OPPORTUNITY EMPLOYER**